

Marketing & Regulatory Programs (M&RP)

Flexiplace Program



Presenter:
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HR Specialist

M&RP Agencies

- Agricultural Marketing Service (AMS)



- Animal & Plant Health Inspection Service (APHIS)



- Grain Inspection Packers & Stockyards Administration (GIPSA)



Marketing & Regulatory Programs (M&RP) Mission

- facilitate the domestic and international marketing of U.S. agricultural products and ensure the health and care of animals and plants while improving competitiveness and the economy for the overall benefit of both consumers and American agriculture



M&RP Population

- Approximately 16,000 employees located throughout the United States and United States territories
- Major occupations include plant protection & quarantine officer, agricultural commodity grader, biologist, and veterinary medical officer

M&RP Flexiplace Background

- The Marketing & Regulatory Programs (M&RP) flexiplace program, more commonly referred to as telework or telecommuting, was originated to help alleviate environmental and work/life issues
- An M&RP flexiplace pilot was conducted in June 1990 with a handful of participants



Today

- Approximately 600 M&RP flexiplace participants
- Occupations represented include:
 - Management Analyst, GS-343
 - Plant Protection & Quarantine Officer, GS-436
 - Miscellaneous Administrative, GS-301
 - Information Technology, GS-2210
 - Veterinary Medical Officer, GS-701
 - Economist, GS-110
 - Biologist, GS-401

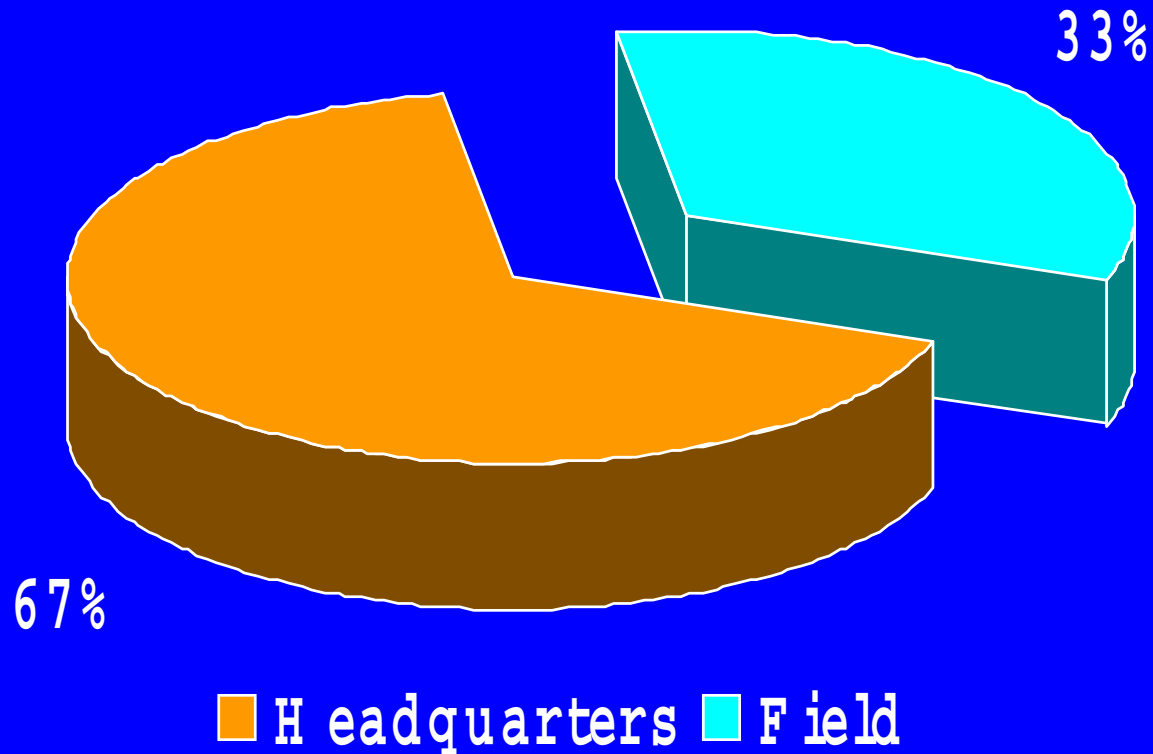


Today

- Managers, specialists, technicians, and administrative support staff
- GS-4 through GS-15
- Widespread use in many organizations

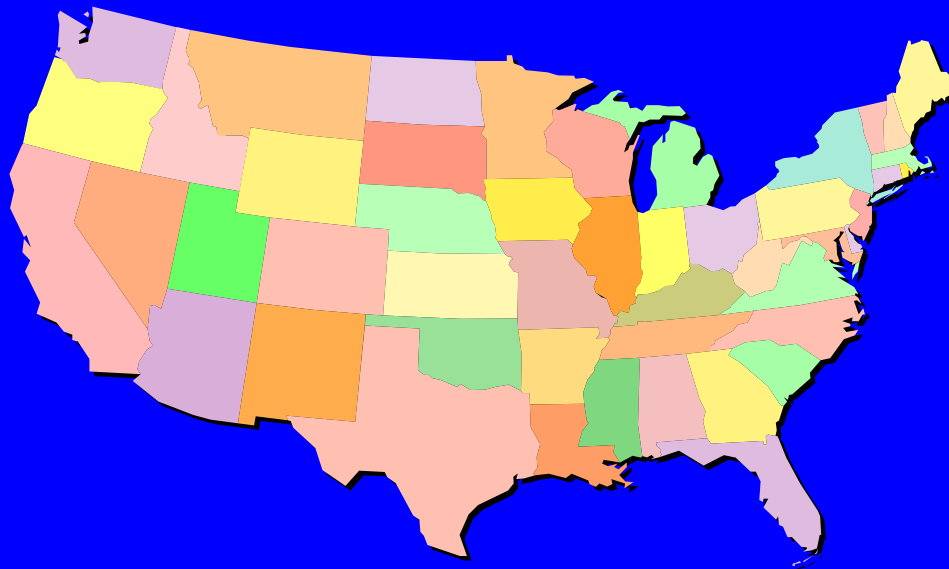


M&RP Headquarters & Field Flexiplace Participation

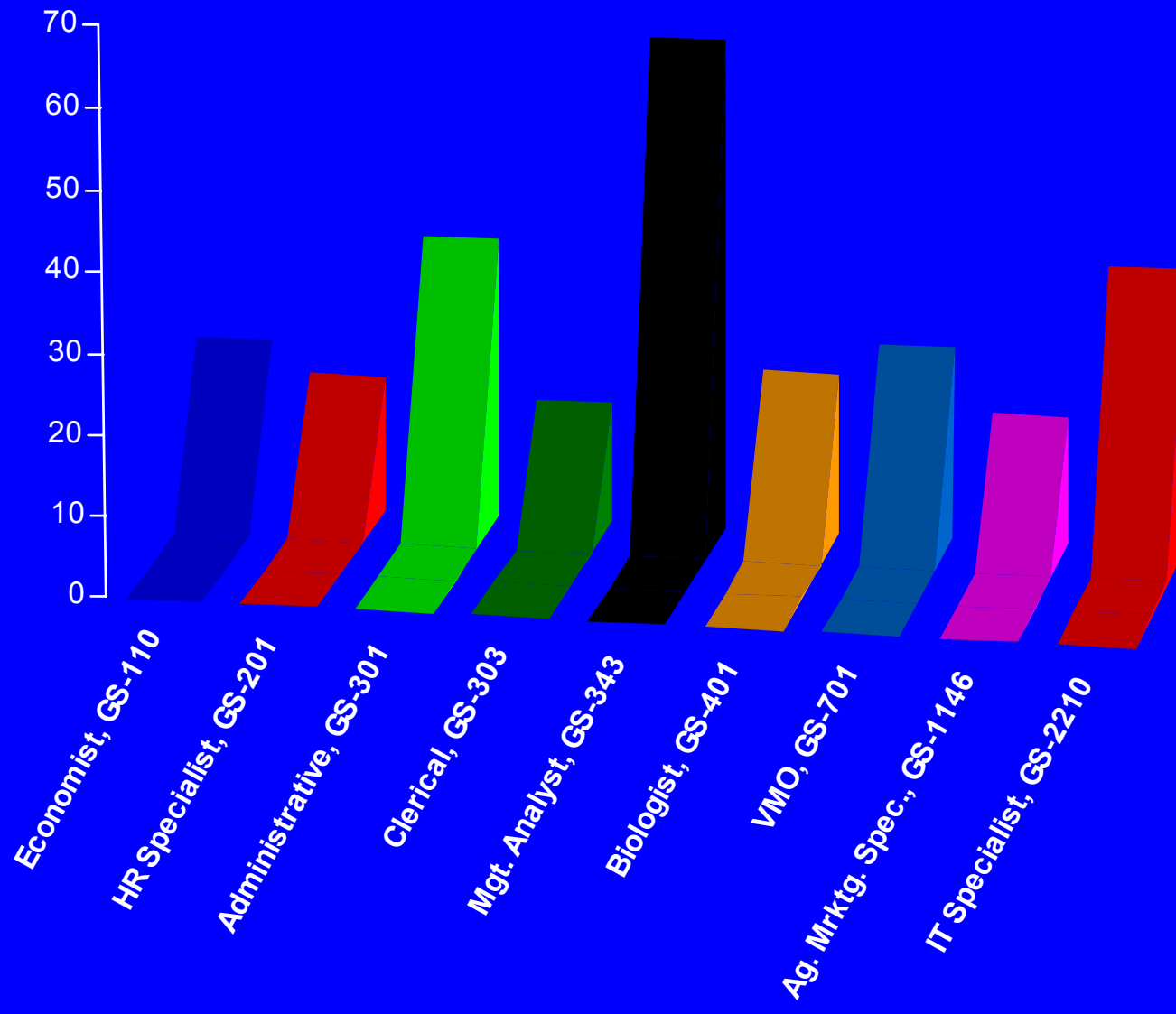


M&RP Flexiplace Participant Locations

- 🌐 24 states and the District of Columbia
- 🌐 42 localities

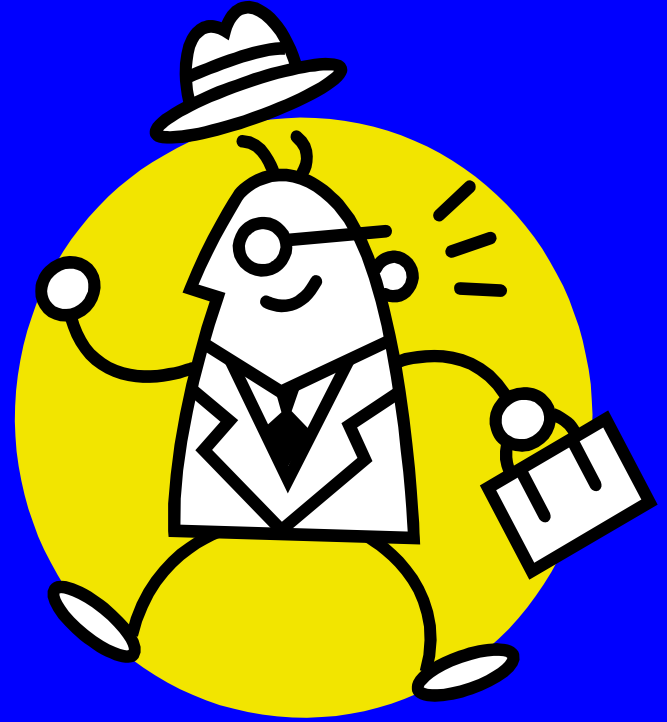


Greatest Number of Participants – By Series



Benefits

- ☒ Productivity
- ☒ Morale
- ☒ Retention
- ☒ Recruitment
- ☒ Quality of service
- ☒ Employee accommodation for health, disability issues

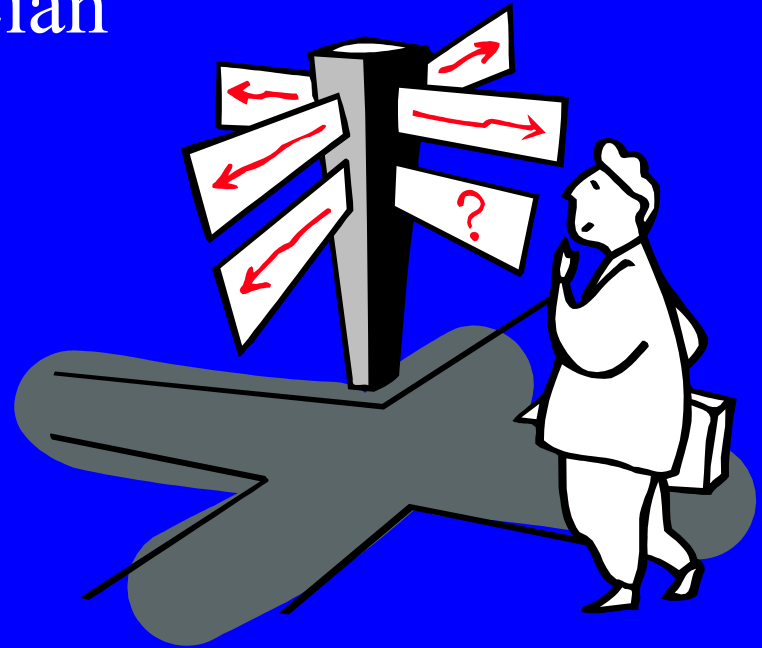


Marketing & Regulatory Programs (M&RP) Eligibility Requirements

- ▶ Permanent appointment, or, an appointment which lasts for more than 1 year
- ▶ Equivalent to 'Fully Successful,' or better, performance rating
- ▶ Portable work assignments
- ▶ Approval of immediate supervisor

M&RP Participation Types

- ✓ Regularly scheduled
- ✓ Project by project
- ✓ Medical (with supporting documentation by the accompanying physician)

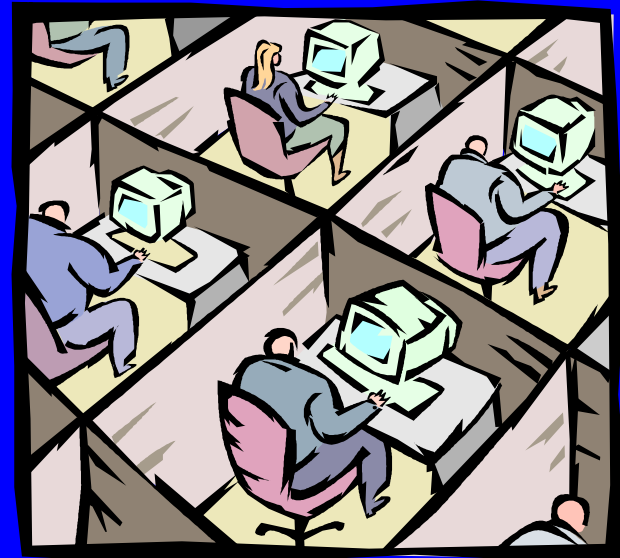


M&RP participants may work at:

Her/His home

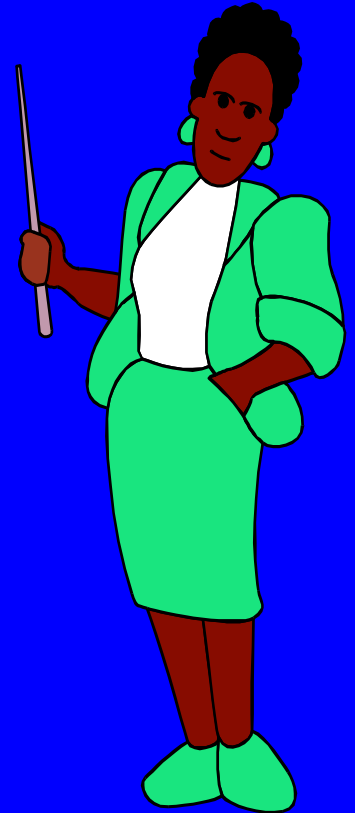


Telework Centers



Marketing & Regulatory Programs (M&RP) Requirements

- ✓ Self-instructional training for the participant and immediate supervisor
- ✓ The 'Flexible Workplace Work Agreement,' M&RP Form 210-R must be signed by the participant and approved by the immediate supervisor, then signed by the M&RP flexiplace program manager



M&RP Flexiplace Website

- provides a variety of Marketing & Regulatory Programs (M&RP), USDA, and other federal agency guidance and information pertaining to flexiplace...



M&RP Flexiplace Website

- 📖 M&RP flexiplace background
- 📖 M&RP self-instructional training
 - Introduction
 - Participant's guide
 - Question & Answers
 - Quiz



M&RP Flexiplace Website



M&RP links:

- ▶ M&RP Directive 4368.1
- ▶ M&RP HR Desk Guide, Subchapter 4368
- ▶ M&RP Form 210-R, Flexible Workplace Work Agreement

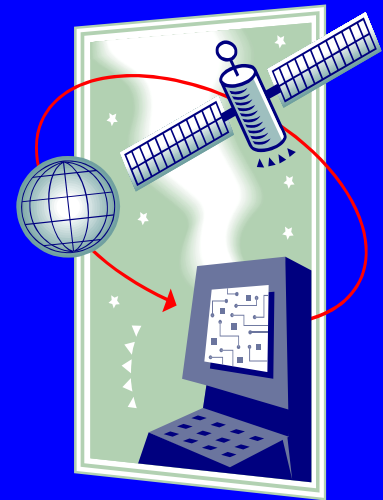


M&RP Flexiplace Website



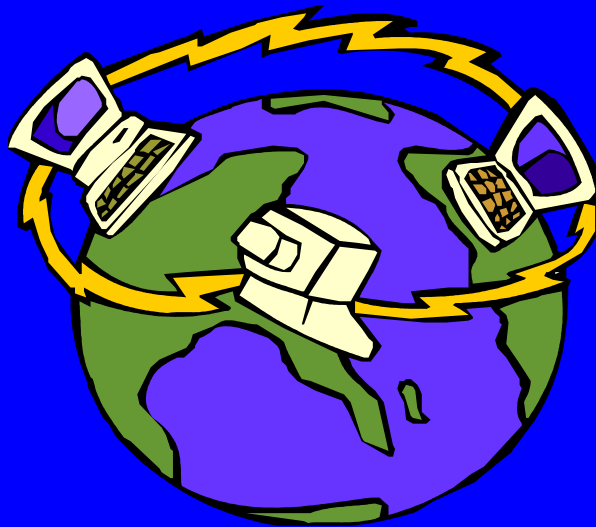
Other Links:

- ▶ USDA Teleworking Directive
- ▶ GSA Telework website
- ▶ OPM Telework/Telecommuting website
- ▶ GSA/OPM Interagency Telework website



**The M&RP Flexiplace Website can
be found at ...**

www.aphis.usda.gov/mrpbs/hr_flexiplace.html



Questions

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